

A Study on Human Resource Practices in Universal Radiators (P) Limited

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ABSTRACT

The working conditions to which employees are exposed play an important role in the relationship between employees and managers. Factors such as shift time, workload, and the environment in which workers are placed ignite the spirit of the employee. The main purpose of the Factory Act is to protect those exposed to excessive hours of physical and mental labor and to enable employers to enforce the provisions of the Act in the interests of workers. The risks workers are exposed to can cause everyday workplace injuries and even lead to incapacity for the rest of their lives. Lack of enough space to move around or lack of cleanliness or inadequate air circulation or lighting may be to blame. This study employed a descriptive study design and random sampling method. A sample size of 59 was collected in the planned interviews. The results show that 49% of respondents agree that working conditions are good and safety and social measures are in place. Comfortable and adequate facilities for employees by the company.

KEYWORDS: *working condition, safety & welfare measures*

INTRODUCTION

Definition of working conditions

The modern concept of Industrial healthy working condition is referred to as the health, which is the outcome of the interaction between the individual and his environment.

According to the joint ILO/WHO committee (1987), Healthy Industrial working conditions are,

- The prevention and maintenance of physical, mental and social wellbeing of workers in all occupations.
- Prevention of ill-health among workers caused by working conditions.
- Protection of workers in their employment from risks resulting from factors to health and placing and maintenance of the workers in an occupational environment adapted to his physical and psychological equipment.

Cleanliness

According to sec 11 of the factories act 1948, every room must be kept clean from effluvia arising from any drain, privy, or other nuisance. The floor must be

kept clean and there should not be any accumulation of dirt anywhere in the working place, which affects the health condition of the workers as well as the quality of the product.

Lighting

According to sec 17 of the factories act 1948, in every part of a factory where workers are working or passing, there shall be provided sufficient and suitable lighting, natural or artificial, or both.

Ventilation

According to the factory rule 1950, "In every factory, the amount of ventilating openings in a work room below the eaves shall, except where mechanical means of ventilation as required by sub rule(2) are provided, be often aggregate area not less than 15% of the floor area and so located as to afford the continued supply of fresh air".

Work Space

According to sec 16 "there should be 350 cubic feet of the space for each worker. Employed in factories

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which were started before 1948 and at least 500 cubic feet of space for every worker employed in factories which were started after 1948”.

Safety Measure

For the purpose of the prevention of accidents and for the safety of the workers, effective measures should be taken to safeguard the workers. The machineries should be fenced and while the machine is in motion, there must not be any distraction. Firefighting equipments should be provided sufficiently in all the areas of production. In textile industries machines must be provided with iron wire fencing and individual mechanical and electrical means of starting and stopping of such machines.

Noise Control

In the case of machines, which generate enormous noise, it is tedious for the worker to work continuously for a long period. It will damage the ear drums of the worker. So, the noise should not divert the concentration of the worker.

LABOUR WELFARE

“Labour welfare” is an important facet of industrial relations, giving satisfaction to the worker for which there is no other way of compensation. Modern welfare may be said to have been the outcome of the movement for better & more efficient management in industry including human angle.

The acceptance of the concept Labour welfare all over is mainly due to

1. The need to provide better life for the workers & to maintain goodwill among the employees & to increase the productivity
2. Growing public & government concern, especially in the economically less developed countries, over the amelioration of the working & living conditions of industrial workers as an aspect of national policy.
3. Steps to promote labour welfare have become a direct recognition of the situations like expansion in the advanced countries of the world and concomitant process of mass production and mass selling rendering the working class as a source of power.

Drinking Water Facility

According to Factories Act 1948, every organization must provide adequate drinking water facility invariably to all the employers. It must be placed within the department.

Latrines and Urinals

Section 19 deals with Latrines and Urinals “In every factory, sufficient latrine and urinal accommodation of prescribed types shall be provided conveniently

situated and accessible to male and female workers at all times while they are in the factory”.

Washing Facility

According to Section 42 every factory should provide adequate and suitable washing facilities for male and female workers.

First Aid Facility

Adequate first aid facility must be provided for the workers in an organization. Injuries are caused every day and therefore prescribed medicines and equipments must compulsorily be kept in the first aid box. Whenever the employer is insured he must be provided first aid treatment and for that purpose, first aid box must be provided for every one hundred and fifty workers.

Rest Room Facilities

According to section 47, every factory that has more than 150 employees, who are ordinarily employed, there should be a rest room with the drinking water facility. Therefore it is important to maintain the rest room clean and tidy and there should be good ventilation.

Canteen Facilities

According to section 46, for the factory, which has more than two hundred and fifty workers who are ordinarily employed, there should be a canteen for the workers. Hence, it is necessary to provide hygienic food with good quality at a considerable price.

Medical Facilities

There must be a hospital within one-kilometer distance from the factory which the organization should keep in touch for the treatment of the employee. If there is no hospital, then organization should provide separate medical room.

REVIEW OF LITRATURE

Pius W. Makhonge (2009) studied about the chemical safety and accident prevention .finally he concluded basic process safety management requirement should be in place .there will always be change in the technology used in procedure and personal. The best available knowledge and methods should be applied occupational health and safety should be mainstreamed at all levels of school education.

Mutuku A. Mwanthi (2009) studied about the planning of ergonomics research at work place. this research will endeavor to establish which of the four areas of specialization-human factor engineering, anthropometry, biomechanics or work physiology have high rate of risks or accidents determine whether human behavior or the equipment machines tools etc., are factors contributing to the risks .finally he concluded to follow the occupational health and

safety act are properly followed in every factory and also try to promote the automation in more hazards work.

Dulce P. Estrella (2008) discussed about the occupational health and safety in the informal economy. Finally he concluded still the employees seems lack sufficient knowledge of ergonomics ,illumination dust, ventilation ,noise etc., to make the separate awareness programmes to give guidance for them.40% of the health and safety risk may reduce through this way its will make a better working condition.

A.R Chowdhuryrepon (2010) studied on the improving occupational health at construction sites. Finally concluded promote the participatory action oriented training programme to follow the all construction sites that does can reduce the safety risk.

Sanjivpandita (2009) studied about the status of occupational health and safety in India. Finally he concluded to promote the health and safety awareness about the workplace hazard and also provide module to employees for their workplace safety.

Methodology of the Study

Objective of the Study

1. To study about the employees working condition of the Universal Radiators.
2. To study about the employees satisfaction with the welfare facilities and other facilities in the company.
3. To suggest the ways and means to improve the effectiveness of the HR practices.

Research design: The researcher followed descriptive research design for the study.

Universe of the study: The researcher selected Universal Radiators (p) Limited as the universe of the study. The universe comprises of 59 employees.

PHYSICAL WORKING ENVIRONMENT

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Strongly Agree	14	24
Agree	35	59
Neutral	2	3
Disagree	5	8
Strongly Disagree	3	5
Total	59	100

Inference

From the above table, it is inferred that 59 % of the respondents Agree that their working environmental like ventilation, space and cleanliness are good, 24 % of the respondents Strongly Agree that their working environmental like ventilation, space and cleanliness are good, 8% of the respondents Disagree that their working environmental like ventilation, space and cleanliness are good, 5% of the respondents Strongly Disagree that their working environmental like ventilation, space and cleanliness are good and 3% of respondents have Neutral opinion that their working environmental like ventilation, space and cleanliness are good.

Sampling: 59 Respondents were selected for data collection by random Sampling.

Tools for data collection: The investigator made use of interview scheduled-Questionnaire. This is a preferred technique for collecting the primary data. Any doubts raised were cleared immediately. The questionnaire uses **5-point liker scale** and it is a **structured questionnaire**.

Finds of the Study

Years of experience

Among the total survey I found 37% of respondents are above 4 years of experience in the company.

Working environment

59 % of the respondents are agreeing that their working environment is good and cleanliness.

Safety

49% of the respondents are agree that their working condition is good and they provide safety, comfortably and adequate equipments to the employees by the company.

Occupation hazards

51 % of the respondents are agreeing that their company protect them from risk like occupation hazards and providing safety to the employees.

Social well-being

71 % of the respondents agree that the organization ensures that the preservation and maintenance of the physical health, mental health and social well-being are good.

Job security

54 % of the respondents Agree that they have job security.

Lighting and illumination

68 % of the respondents Agree that their company have lighting and illumination adeq

WORKING CONDITION

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Strongly Agree	20	34
Agree	29	49
Neutral	5	8
Disagree	4	7
Strongly Disagree	1	2
Total	59	100

Inference

From the above table, it is inferred that 49% of the respondents Agree that their working condition is good, 34 % of the respondents Strongly Agree that their working condition is good, 8% of respondents have neutral opinion that their working condition is good, 7% of the respondents Disagree that their working condition is good and 2% of the respondents Strongly Disagree that their working condition is good.

JOB SATISFACTION

OPINION	NO. OF RESPONDENTS	PERCENTAGE
Strongly Agree	11	19
Agree	35	59
Neutral	13	22
Disagree	0	0
Strongly Disagree	0	0
Total	59	100

Inference

From the above table, it is inferred that 59 % of the respondents Agree that the amount of work which you expected to do on your job is reasonable, 2 % of the respondents have Neutral opinion that the amount of work which you expected to do on your job is reasonable and 19% of the respondents strongly agree that the amount of work which you expected to do on your job is reasonable.

SUGGESTIONS

- The company can increase the training hours by which employees can improve themselves in the relevant field.
- Employees should be treated as they deem fit, by which their interest on their job will increase.
- The company must conduct work related counseling program for workers who have poor work performance. This may increase the work their performance.
- Refresher Program is to be conducted on periodical manner to recapitulate the relevant inputs.
- The company needs to provide transport facilities for the employees.
- The company needs to improve water facility and canteen facility within the organization.

CONCLUSION

It is clear that the basic need and purpose of training is to be productive and profitable. This process also provides significant improvements in product quality by preventing obsolescence. Successful training instills a positive attitude in participants and enables them to work with the company towards organizational growth and beyond to improve a better

IR and HR environment. As stated in this project, my predicted suggestions derived from my research will go a long way in raising their flag for years to come.

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